

FOLIO

THE UNIVERSITY OF ALBERTA STAFF BULLETIN

EDMONTON, ALBERTA

22 JUNE 1978

Certification of NASA Denied

In a decision handed down on Friday, 9 June, the Public Service Employee Relations Board (PSERB), charged with the administration of the provincial *Public Service Employee Relations Act*, refused an application by The University of Alberta Non-Academic Staff Association for certification as the bargaining agent for non-academic staff at this institution. In its decision the PSERB espoused the view that NASA should not be certified inasmuch as, in its opinion, "the Association is influenced by an employer so that the fitness of the Association to represent the employees for the purposes of collective bargaining is impaired." Moreover, the PSERB found that clause 1.10 of Article 1 of the Agreement between the Board of Governors and NASA (1 April 1977) allows that disputed items in the collective bargaining process may be "unilaterally finalized by a decision of the Board of Governors if the various steps in collective bargaining prove unsuccessful." In the opinion of the PSERB, clause 1.10 of the Agreement "impairs the ability of the Association to properly represent the employees in collective bargaining contrary to the provisions of Section 30 of The Public Service Employee Relations Act." Though apparently unsure whether or not the Agreement dated 1 April 1977 was still in effect when it handed down its decision, the PSERB declared it void "pursuant to the provisions of Section 44 of The Public Service Employee Relations Act."

In view of the potential significance of the PSERB's decision for non-academic employees at this University, *Folio* has decided to publish as much of the relevant documentation as is possible. *Folio*, therefore, wishes to thank the PSERB and its Secretary Administrator, S.M. Marlowe, for granting permission to publish in its entirety the decision of the PSERB. *Folio* also wishes to thank NASA for permission to publish the Association's news release and Professor Leitch, Vice-President (Finance and Administration), for permission to publish relevant sections of his memorandum dated 13 June 1978.

NON-ACADEMIC EMPLOYEES

The following announcement is extracted from a Special Personnel Communications Bulletin issued by Personnel Services and Staff Relations on Thursday, 15 June: NASA's application for certification has been denied by the Public Service Employee Relations Board and the 1977-78 Agreement between the Board of Governors and the Non-Academic Staff Association has been declared void.

As a result of these decisions, NASA no longer has the right to officially represent or act on behalf of the non-academic employees.

Until such time as this situation may change, established terms and conditions of employment will continue to apply and the document that will govern the administration of non-academic employees is the Manual of Administrative Procedures which [contains] provisions [that] are essentially the same as the provisions in the Board/NASA Agreement. However, the grievance and appeal procedures involving NASA will no longer apply.

It is the intention of administration to develop an appeal mechanism to which employees have access in matters that require resolution and further information in this regard will be forthcoming.

The matter of implementation of a scale adjustment will be considered by the Board of Governors on June 23rd and the decision

in this regard will be communicated as soon as possible thereafter. In the interim, salary schedules for all types of non-academic employees are to remain unchanged. . . .

In dealing with matters pertaining to non-academic employees, reference should be made to the appropriate section in the Manual of Administrative Procedures.

Extract from a memorandum prepared on 13 June by Professor Leitch, Vice-President (Finance and Administration):

The status of the University's relationship with NASA is now being reviewed by our solicitors. It would appear, however, that:

1. Although the present collective agreement is void, the University can and will continue to recognize the various economic and benefit sections;
2. Any new agreement would be disallowed by the [Public Service Employee Relations] Board so that meaningful negotiations for 1978-79 are not possible;
3. The Board [of Governors] should probably make an adjustment retroactive to April 1st, but it could not be termed a "settlement";
4. Since NASA is accepted by the Public Service Employee Relations Board as a "union", it has an opportunity to appropriately order its affairs and reapply to the Board for certification.

Background

The University of Alberta Non-Academic Staff Association was registered as a Society at Companies Branch on 20 June 1969. The Association then secured voluntary recognition from the University's Board of Governors to act as a bargaining agent for the non-academic employees at this University. The first collective agreement between the Association and the University was concluded on 1 April 1973.

The motion to apply for certification under the terms of The Public Service

Employee Relations Act was carried at a meeting of the Non-Academic Staff Association held on 20 June 1977. According to information supplied by the Association, members were informed at that meeting of the implication of the Act which received royal assent on 18 May 1977. The Act was proclaimed on 22 September 1977 and NASA applied for certification on 10 February 1978. Investigations were conducted by the PSERB and a hearing was held subsequently on 12 May 1978 before D. Blair Mason, Chairman of the PSERB, and A. Baranyk

and A. MacDonald, Members of the PSERB. In attendance at the hearing were R. Fraser, Counsel for the Applicant (NASA), representatives of NASA G. Walker and D. Tomlinson, S. Hillier, Counsel for the Respondent (the Board of Governors), and B. Caunt, Director of Personnel Services and Staff Relations.

DECISION OF THE PSERB

The following is a verbatim copy of the Decision Of The Board And Reasons For Decision:

Decision of the Board and Reasons for Decision

1. This is a decision with respect to an application for certification as bargaining agent pursuant to Section 25 of The Public Service Employee Relations Act received on February 10, 1978 from the Applicant for a unit of employees of the Respondent described as follows:

"All non-academic employees of the University of Alberta."

2. Subsequent to the receipt of the application and the investigation made by the Board Officer, the Board convened a hearing on the 12th of May 1978 serving a notice on the parties affected that before considering the merits of the application for certification the Board would conduct an inquiry to determine whether or not the Association was dominated by an employer or influenced by an employer so that its fitness to represent the employees for the purpose of collective bargaining was impaired as set forth in the provisions of Section 30 and 44 of The Public Service Employee Relations Act. These sections read as follows:

"30. A trade union shall not be certified as a bargaining agent if the administration, management or policy thereof is, *in the opinion of the Board,*

- (a) dominated by an employer, or
- (b) influenced by an employer so that the organization's fitness to represent the employees for the purpose of collective bargaining is impaired.

44. Any collective agreement entered into between an employer and a trade union that is not a certified bargaining agent may be declared by the Board to be void *where in its opinion* the administration, management or policy of the trade union is

- (a) dominated by an employer, or
- (b) influenced by an employer so that the trade union's fitness to represent employees for the purpose of collective bargaining is impaired."

3. Upon receipt of an application for certification by a trade union the Public Service Employee Relations Board is required by the provisions of Section 28(1)(a) of the Act to determine whether the trade union is a proper bargaining agent. To do this the Board is empowered by the provisions of the Act to decide for the purposes of the Act whether an organization of employees is a trade union, if it is a bargaining agent, and for these purposes it is empowered to make inquiries and hold whatever hearings may be necessary to make these determinations. The appropriate sections of the Act applicable to these determinations are as follows:

- "1. (r) "trade union" means an organization having
 - (i) a written constitution, rules or by-laws, and
 - (ii) as one of its objects, the regulation of relations between employers and employees.
- (e) "bargaining agent" means a trade union acting on behalf of employees in collective bargaining or as a party to a collective agreement with an employer whether or not the bargaining agent is a certified bargaining agent.

9. (1) The Board is empowered to decide for the purposes of the Act whether . . .

- (c) an organization of employees is a trade union;
- (d) a trade union is a proper bargaining agent; . . .

and the Board's decision is final and binding.

(2) For the purpose of deciding any question arising under subsection (1) or of determining any other matter referred to it pursuant to an application made to it or arising under the Act, the Board may

- (a) hold any hearing that it considers necessary; . . .

28. (1) Upon receipt of an application by a trade union for certification as a bargaining agent, the Board shall inquire into

- (a) whether the trade union is a proper bargaining agent; . . .

4. Therefore the Board must be satisfied that the Applicant is a trade union as defined by the Act, and that it is a proper bargaining agent, and not dominated by an employer or so influenced by an employer

that its fitness to represent the employees for the purpose of collective bargaining is impaired as set forth in Section 30 of the Act. Then and only then should it consider the other requirements of majority selection, appropriateness of the bargaining unit and such other questions it may deem material.

5. Prior to the application for certification the Association filed with the Board a copy of its Constitution pursuant to Section 12 of the Act. The Constitution covers all the non-academic staff employed by the Board of Governors of the University of Alberta and has as one of its objects the regulation of relations between its employer and the employees whom it represents. Therefore the Board is satisfied the Applicant is a trade union for the purposes of the Act and so decides.

6. At the time of the application there was in existence between the Association and the Board of Governors of the University of Alberta a "collective agreement" as defined by Section 1(j) of The Public Service Employee Relations Act which reads as follows:

"collective agreement" means an agreement in writing between an employer and a bargaining agent, containing terms or conditions of employment;"

which was on file with the Board pursuant to Section 43 of the Act. The collective agreement states that its term is from the 1st of April 1977 to the 31st of March 1978 subject to negotiations striking a new agreement as more particularly set out in Article 44 which reads:

"44.0 The agreement takes effect on the 1st day of April, 1977 A.D. and shall remain in effect until the 31st day of March, 1978 A.D. or from year to year thereafter, unless notice is served by either party pursuant to the provisions of the negotiated procedure (sic negotiating procedures). Either party may give the other notice in writing of its intention to commence bargaining with a view to striking a new agreement, not less than (30) nor more than (90) days prior to the termination of this agreement. Such notice shall contain particulars of all amendments sought. At the first meeting between the parties following such notice, the party receiving the notice shall give particulars of any amendments it seeks."

7. Article 1 of the collective agreement sets out the negotiating procedures and Clause 1.10 of those negotiating procedures bears materially on this matter:

"1.10 Concluding the Agreement

Where either the Board or N.A.S.A. rejects the recommendations of the third party, in whole or in part, the negotiating committee shall meet with a view to concluding an agreement.

- (a) After the meeting mentioned in 1.10, representatives of the Board and N.A.S.A. shall include in the agreement the terms of any settlement reached on any of the proposals, and the agreement so made

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is binding upon the parties and the employees affected and the parties shall give effect to the terms thereof.

(b) After the meeting mentioned in clause 1.10, before an agreement is signed pursuant to subsection (a), the Board shall submit to N.A.S.A. a statement containing its decisions and the reasons therefore for those proposals on which settlement was not reached, and thereupon:

- (i) the decisions are binding upon the Board, N.A.S.A. and the employees affected, and
- (ii) The Board shall not alter, revoke or do anything inconsistent with the decisions during the term of the agreement, signed pursuant to subsection (a)."

8. Following receipt of the application for certification the Board investigated the matter through its Officer whose report was prepared and filed with the Board and copies were sent to the parties for their information.

9. The Investigating Officer drew to the attention of the parties and the Board the matter of the clause 1.10 of Article 1 above quoted and in addition reported that his further investigation revealed the following:

"(a) Prior to March 1, 1978 employees of N.A.S.A. were paid their wages through the University of Alberta via Trust Account 69-14077-1810. In support of the above information, attached is a letter from George Walker, Manager of N.A.S.A. which also contains a photocopy of a letter directed to Mr. L. Howell, Special Funds Division, Office of the Comptroller, University of Alberta concerning the deposit of certain funds dated February 15, 1978.

After deposit of funds into "Trust Account", a University of Alberta cheque bearing the signatures of A.S. Knowler, Chief Accountant and M. A. Rousell, Comptroller, was issued to the employees of N.A.S.A. The University of Alberta did not charge the Non-Academic Staff Association any fee for this service.

(b) According to information received from the Manager of N.A.S.A. the Department of National Revenue's T-4 slips which were issued to the employees of N.A.S.A. for the taxation year January 1, 1977 to December 31, 1977 shows the name of the employer as the University of Alberta, such T-4 slips prepared by the University of Alberta staff.

(c) According to information received from the Manager of N.A.S.A.:

(i) the Association receives from the University of Alberta rent free approximately 1000 sq. ft. of executive office space in Athabasca Hall and has not charged N.A.S.A. rent during the life of the Association.

(ii) the University does not charge N.A.S.A. for the use of utilities in Athabasca Hall.

(iii) with the exception of office equipment, the furniture (tables, desks, chairs, etc.) which is used by N.A.S.A. in their executive offices is owned by the University of Alberta and there is no rent charged for these furnishings.

(d) According to the office of Comptroller, University of Alberta, N.A.S.A. receives rent free the use of space on the University Campus for their general meetings.

(e) According to information received from the Director of Personnel, University of Alberta:

(i) a member of the University Personnel Staff conducted an analysis and job classification study for the position of Manager of N.A.S.A.

which was filled by the present incumbent, George Walker. The University did not charge N.A.S.A. a fee for this study.

(ii) a member of the University Administrative Systems Department sat on the panel of interviewers for the position of Manager of N.A.S.A. which was filled by the incumbent George Walker.

(iii) the University of Alberta provides N.A.S.A. rent free a facility known as "N.A.S.A. House" which is used by the members of N.A.S.A. for recreation and meeting purposes.

(iv) that prior to February 15, 1978, on occasion N.A.S.A. utilized the services of employees from the University of Alberta's "Temporary Resource Pool" and no charge was made for such services to N.A.S.A."

10. At hearing evidence was adduced before the Board by the Applicant in response to the matters raised by the Investigating Officer in his report with a special reference to the history and inclusion of clause 1.10 in Article 1 of the collective agreement.

11. Firstly, with reference to the Trust Account of the employer, evidence was presented that clearly established that the monies in the Trust Account were accumulated solely from sources of income of the Association and were wholly the property of the Association. The sources of income include dues of \$1.00 per month per employee on a modified Rand Formula plus Unemployment Insurance refunds and interest on deposits. Actually, only two or three employees of the Association received their wages from the Trust Account but these and other accounting procedures appear to have been supplied by the employer to the Association without charge.

12. Secondly, the rent free office space in Athabasca Hall together with furniture and free utilities was explained by Mr. George Walker, the Manager of the Association, as being a negotiated benefit in return for the implementation of "a grandfather clause" which allowed long term service employees to opt out of paying the \$1.00 per month membership dues or service fees to the Association. This was not part of the collective agreement but was set out in a letter dated March 27, 1973 to the Association from the employer specifying that this was an agreed item in the 1973-1975 negotiations as follows:

"Membership Dues or Service Fees

N.A.S.A. will continue to receive "rent free" accommodation for its Executive Offices whilst the "opt out" option is being exercised with regard to payment of membership dues or service fees."

13. Thirdly, the use of rent free space for meetings appears to be a policy of the University which is extended to other groups within the University family and really does not bear on the issue at hand.

14. Fourthly, the selecting of the new

Manager for the Association was explained by Mrs. Joyce Currie, the Executive Treasurer of the Association. She stated that the employer representative took no part in the selection procedures. She said that the selection committee was struck by the membership and that this Committee short-listed the applicants, made a recommendation to the Executive Committee and final selection was made by that Committee. However, it is clear from the evidence that a representative of the Board of Governors did conduct an analysis and job classification study for the position of Manager of the Association and that further a member of the University Administrative Systems Department sat with the panel of interviewers.

15. N.A.S.A. House, as it is called, is a residence rented by the University to the Association under a five year lease dated November 1, 1976 with an annual rental of \$1.00 and the following provision:

"In consideration of the five year term and abatement of normal rental charges as herein provided, the tenant hereby covenants to effect such repairs, renovations or improvements to the leased premises as may be required by the Landlord, or desired by the tenant to suit the special uses of the tenant, at the tenant's own cost.

Plans and specifications of any proposed alterations to the leased premises, interior or exterior, shall be submitted and approved in writing by the Landlord prior to the commencement of work."

In addition under the lease, the Board of Governors of the University of Alberta agreed to pay the municipal taxes on the property for "so long as the City of Edmonton continues to accept a stipulated sum in lieu of taxes for the North Garneau Housing Community." Also, evidence given at hearing established that N.A.S.A. House is used for Association meetings and social functions and that approximately \$20,000 has been spent by the Association on improvements to the property over the past three years.

16. Evidence was introduced that although at one time the Association used the Temporary Resource Pool without charge, this practice has not been resorted to for approximately two years.

17. Lastly, a history of the inclusion of clause 1.10 was submitted in evidence by the Association. It was first introduced into the collective agreement made in 1971 between the employer and the Association. In 1972 negotiations took place in which the Association attempted to have the clause removed. This was met with a refusal by the Board of Governors of the University of Alberta on the basis that The Universities Act impressed the Board of Governors with powers of regulating terms and conditions of employment which could not be the subject of collective bargaining, and that the matter

had judicially been decided in *National Union of Public Employees Local 862 vs. Board of Industrial Relations et al* (1963) 42 W.W.R. 560. The Association sought legal advice and obtained two opinions to the effect that the University had a very strong position at law. On this basis the Association withdrew its objections to the clause although it has been the subject of much discussion in subsequent negotiations. Evidence was also given that the matter is presently before the parties in current negotiations even though the Board of Governors has never resorted to use their unilateral power under clause 1.10.

18. The Board has examined a number of cases in which indirect financial benefits were granted by an employer to an Association of its employees. The ratio of these cases is such that this Board is compelled to characterize the Applicant as so influenced by an employer that its fitness to represent the employees in collective bargaining is impaired. This can be so when there is no intent on the part of the employer to so influence in any conscious fashion as appears to be the case in this instance. But the evidence is that this Association has reached a position of excellent financial stability with a surplus of approximately \$150,000 in spite of dues and fees of only \$1.00 per month. Considering the sources of income it is clear that substantial indirect financial benefits have been conferred upon the Association by the employer especially from the provision of N.A.S.A. House and the Executive Offices in Athabasca Hall.

19. In the case of the *Employees' Association of McCormick's Ltd.*, Petitioner, and *McCormick's Ltd.* reported in 46 CLLC 16453, Mr. Finkleman in *Reasons For The Decision of the Ontario Labour Relations Board* considered the matter of an employees' association which was constituted for collective bargaining where the assessments for membership were not to exceed \$1.00 per member per year. It was established before that Board that the Association had earned a surplus of some \$700 raised solely through social functions held on company premises attended by members of the Association and their friends. In considering whether or not the Association was employer dominated pursuant to Section 19(1) of the Regulations it was decided that the Section was not limited to cases of direct financial contribution. Mr. Finkleman at the conclusion of his Written Reasons states:

"The language of the subsection is clear and unequivocal and we believe it was intentionally worded in broad general terms. Thus we have here the moral effect undoubtedly created in the minds of the employees through the

privileges extended by the management to the Association coupled with the financial support given to the Association by the company. This combination of factors brings the case within the principles set forth by this Board in *Deacon Brothers Case #16412*. We believe that the company did not intend to show a deliberate and calculated partiality for the Association. Nevertheless, whatever the intent of the company had been, the fact remains that it contravened the expressed provisions of the Regulations."

20. In the case of *Employees' Association of North Canadian Forest Industries vs. North Canadian Forest Industries Ltd.* 64 CLLC 16008, the Alberta Board of Industrial Relations considered the question of whether or not the Association was a proper bargaining agent in light of the fact that the employer had paid wages to the employees and provided a meeting place to assist the Association in organizing and adopting its Constitution. Again at the conclusion of the *Reasons* Mr. K. A. Pugh for the Board states as follows:

"However, the Board is authorized to inquire into other questions of fact, that in the opinion of the Board, are material in considering the application and the Board is satisfied that notwithstanding that the management of the Respondent may have unwittingly given consent to the holding of such a meeting on the employer's premises, this is material which the Board must consider In this case, even though the Respondent unwittingly gave permission for such a meeting and paid wages while the employees were at the said meeting during the period when a legal strike was in process, the Board is of the opinion that the fitness of the Association to represent employees for the purpose of collective bargaining is impaired."

21. Another case before the Alberta Board of Industrial Relations was that of *Purity Dairy Employees' Association vs. Purity Dairy* recorded in 65 CLLC 16031. The fact situation again was similar to that of the immediately preceding case and involved an organizational meeting held during working hours on the employer's premises and the employees were paid while attending the scheduled meeting. At the conclusion of the Board's *Reasons* is the following statement:

"Although the Board does not intend to infer that management participated in the organization of the applicant with any intent of influencing the employees the Board is of the opinion that even though the Respondent unwittingly committed the actions referred to such actions impair the Applicant's fitness to represent the employees for the purposes of collective bargaining and the Board, therefore, refused to certify the Applicant as bargaining agent for a unit of employees of the Respondent."

22. The case of *United Steelworkers of America Local 6034 vs. Prudential Steel Ltd.* the Alberta Board of Industrial Relations considered the issue of indirect financial support given to a union by the employer. For that amongst other reasons the Board found that the union was not a proper

bargaining agent. See 67 CLLC 16002.

23. A further case considered by the Board was *Employees of Bateman Foods Ltd., vs. Amalgamated Meatcutters and Butcher Workmen Local 312 and Bateman Foods Ltd.* recorded in 71 CLLC 16032. In that case the Employees' Association received support from management as well as employees by regular payroll contribution to operate a social club. At the time of the application for revocation it was learned that the solicitor's fees with respect to the application were also being paid from the funds of the social club.

In considering employer domination and influence the Board had these observations to make:

"The Board must therefore consider the evidence before it of indirect financial support given the applicants by the employer. The Board is satisfied that the Petitioners did not realize the implications of the facts set out above, and further, management was not aware that its financial contribution to the social club would indirectly assist the employees in making payment fees to the solicitor who acted on their behalf. However, having considered the evidence in light of the principle enunciated the Board is of the opinion that the propriety of the instant application is impaired. This has been the Board's policy in the past, and is a policy established in other jurisdictions as well."

These cases pre-date the statutory provisions that now allow an employer to provide space for meetings and time off with no loss of income for union business—see Section 70(2) of *The Public Service Employee Relations Act*. Nevertheless, the principles applicable to determining employer influence or domination remain the same.

24. Two recent judicial decisions have considered the issue of employer influence or domination of a trade union. In *Dad's Cookies Employees' Association vs. Saskatchewan Joint Board et al.* (1977) 3 W.W.R. 193, the Saskatchewan Court of Appeal reviewed the powers of that Board to determine whether the union there was employer dominated. At page 197, Culliton C.J.S. comments on the purpose for granting such jurisdiction to a Board in relations matters:

"Paragraph (h) of s. 5 grants the power to the board to make an order determining whether a labour organization is a "company dominated organization". Under the Act, a "company dominated organization" is not a trade union and the board could not appoint such an organization as the bargaining agent for the employees in the appropriate unit. As a matter of fact, it is an unfair labour practice under s. 11 (l)(k) to bargain collectively with a company dominated organization.

Undoubtedly, the power given to the board to determine whether a labour organization is a company dominated organization is for the purpose of enabling the board to prevent such an organization acting as a bargaining agent

for employees in contravention of the Act."

An application for leave to appeal this decision to the Supreme Court of Canada was denied (1977) 16 N.R. 444.

25. In *Service Employees International Union, Local #333 vs. Nipawin District Staff Nurses Association et al.*, 41 D.L.R. (3D) page 6 at page 11, the Supreme Court of Canada considered the issue of the jurisdiction of the Saskatchewan Board to make a determination as to whether or not a labour organization is a "company dominated organization". In the matter of jurisdiction, Dickson J. at page 11 states:

"There can be no doubt that a statutory tribunal cannot, with impunity, ignore the requisites of its constituent statute and decide questions any way it sees fit. If it does so, it acts beyond the ambit of its powers, fails to discharge its public duty and departs from legally permissible conduct. Judicial intervention is then not only permissible but requisite in the public interest. But if the Board acts in good faith and its decision can be rationally supported on a construction which the relevant legislation may reasonably be considered to bear, then the Court will not intervene."

26. In the case of *Eastern Irrigation District vs. Board of Industrial Relations and Canadian Union of Public Employees, Local 1032*, W.W.R. (1971), jurisdiction was granted to the Board of Industrial Relations by providing that a question was to be determined as being "in the opinion of the Board", at page 59 Smith C.J.A. states:

"Our conclusion is that in the case at bar, as in the Galloway case, the Board of Industrial Relations's jurisdiction does not depend upon whether or not a court may think its opinion to be erroneous and that there is nothing "collateral" or "preliminary" or "jurisdictional" about the opinion of the Board as to whether the Eastern Irrigation District is a commercial undertaking. In our view, the Board of Industrial Relations, pursuant to s. 70a, had the power and the duty to weigh the evidence and to reach the conclusion which it did. Determination of the question whether, in the opinion of the Board, the Irrigation District is a commercial undertaking, in our opinion is not a decision upon a collateral issue and thus reviewable on certiorari, but is rather one of the very matters which the Board was called upon to decide as a single issue: see *Labour Relations Board and Attorney-General for British Columbia et al. v. Traders' Service Ltd.*, (1958) S.C.A.R. 672, 15 D.L.R. (2d) 305."

27. Mindful of our jurisdiction and its attendant responsibilities, it is the opinion of this Board that the substantial indirect financial benefits received by the Association from the employer under the present arrangements are of such a nature as, if not to characterize the Association as employer dominated, they are certainly sufficient to establish that the Association is influenced to a degree that its fitness to represent the employees for the purposes of collective bargaining is impaired.

28. Over and above this we have clause 1.10 of Article I of the collective agreement to consider. It is not clear from a reading of the current agreement, that it is presently in existence having regard to its terms and conditions more particularly Article 44 thereof. Nevertheless, it is clear by clause 1.10 that disputed items in the collective bargaining process may be unilaterally finalized by a decision of the Board of Governors if the various steps in collective bargaining prove unsuccessful. It may well be that the Board of Governors of the University of Alberta has never exercised that power but clearly that option is always open to them in this agreement. So long as such a provision is contained within the collective agreement, in our opinion, it defeats the process of collective bargaining under The Public Service Employee Relations Act and thereby impairs the ability of the Association to properly represent the employees in collective bargaining contrary to the provisions of Section 30 of The Public Service Employee Relations Act.

29. Having come to this conclusion it is the further decision of this Board that any collective agreement which contains such a provision be declared by this Board to be void as in our opinion it would influence the trade union's fitness to represent employees for the purpose of collective bargaining. On this basis if the collective agreement filed with the Board at this hearing is still in effect by virtue of its provisions the Board does hereby declare the collective agreement void pursuant to the provisions of Section 44 of The Public Service Employee Relations Act.

30. Therefore, it is the decision of this Board that the University of Alberta Non-Academic Staff Association should not be certified as a bargaining agent as in the opinion of the Board the Association is influenced by an employer so that the fitness of the Association to represent the employees for the purposes of collective bargaining is impaired.

31. Issued and dated at the City of Edmonton, Alberta this 9th day of June A.D. 1978 by the Public Service Employee Relations Board and signed by its Chairman.

D. Blair Mason
Chairman

RESPONSE OF THE NON-ACADEMIC STAFF ASSOCIATION

The following news release has been received from the Non-Academic Staff Association:

On Friday, June 9, 1978, the Public Service Employee Relations Board handed down a

decision with respect to NASA's application for certification as bargaining agent for all non-academic employees at the University of Alberta in which it ruled that NASA is influenced by the employer so that its ability to represent its members is impaired. In addition, the Public Service Employee Relations Board declared the Board-NASA collective agreement null and void as a result of Article 1.10 of that agreement which gives the Board of Governors final authority to determine conditions of employment which are in dispute.

The Public Service Employee Relations Board apparently reached the conclusion that it did on the grounds that NASA receives rent-free office space and the use of NASA House in North Garneau from the University. NASA had argued before the Board that the rent-free office space resulted from a contractual arrangement in 1973, and that NASA house represented a net financial loss of approximately \$20,000 over eighteen months rather than an indirect financial benefit from the University. However, the Public Service Employee Relations Board chose not to accept those arguments.

The impact of this decision is extremely serious. The 2700 employees formerly covered by the Board-NASA collective agreement are now without an agreement and have no mechanism for the resolution of grievances and none of the normal protections such as those against unfair dismissal. The additional eight to nine hundred employees who would have been covered under the new bargaining unit still have no rights. In addition, NASA will apparently have to make a number of changes in what has been an effective working relationship with the employer in order to obtain certification.

At its Annual Meeting on June 13, 1978, the membership overwhelmingly endorsed the Association and directed the Executive of the Association to again seek certification as bargaining agent from the Public Service Employee Relations Board.

Note

In the course of the recent negotiations notice was given to NASA by the PSERB that, were the application for certification approved, a substantial number of current and potential members of NASA would likely have been excluded from the bargaining unit under the provisions contained in Section 21 and Section 28 of the PSER Act. In denying certification of the Association, the PSERB has left the problem of proposed exclusions in abeyance. According to Mr. Walker, the Manager of NASA, when the Association makes its second application for certification, an attempt will be made to resolve the problem. All those people whose names have

appeared on the list of proposed exclusions, according to Mr. Walker, have been notified either in writing or personally by representatives of NASA.

BOARD BUILDING COMMITTEE

The regular monthly meeting of the Board Building Committee was held in 3-15 University Hall on Thursday, 15 June. The following matters were among those discussed.

Faculty of Science Bio-hazards Facility

The Building Committee again gave consideration to a request from the Faculty of Science that a microbial contamination control facility be established in rooms G514, G514A, and G514B of the Biological Sciences Centre. At an earlier meeting, on 16 May, the Committee had returned the proposal to the Faculty of Science and the President's Biosafety Committee requesting more information about the potential "proliferation" of such facilities across campus and the controls to be used in monitoring the security of such facilities and their personnel. (See *Folio*, 25 May 1978.)

At the meeting on 15 June, presentations were made to the Building Committee by F.L. Jackson, Chairman of the Biosafety Committee, A. Ahmed of the Department of Genetics and principal user of the proposed facility, J. Campbell of the Department of Microbiology, and Dean Forster of Graduate Studies and Research. Dr. Jackson, in a detailed address, indicated his Committee's support of the proposed facility in the Faculty of Science. He assured members of the Building Committee that the stringent control mechanisms currently under preparation by the Medical Research Council of Canada would be adopted. These control procedures, he stated, would probably become federal law in the near future. According to Dr. Jackson, the testing and control procedures "are still being developed and improved" with the result that there is "quite a satisfactory level of confidence" with regard to the containment of potentially dangerous micro-organisms. Dr. Jackson also pointed to the sensitive nature of the establishment of such facilities and briefly referred to the public discussions that had occurred as the result of similar proposals in Europe and in the United States, particularly at Cambridge, Massachusetts. In this connection, both Dr. Jackson and the Building Committee Chairman, R.G. Reynolds, praised the *Edmonton Journal* for the manner in which that newspaper's reporter had treated an earlier proposal for the establishment of such a facility in the Medical Sciences Building.

In response to a question from Dr. Spencer, Academic Representative to the Board of Governors, concerning the operating costs of applying stringent control procedures, Dr. Jackson stated that a professional Biosafety Officer had not yet been appointed and that, until control procedures were operative, no work would be allowed to be conducted in any bio-hazard facility on campus. Dr. Ahmed also agreed strongly with Mr. Reynolds' suggestion that there should be a "clear understanding" concerning the effective maintenance of control procedures. In this regard, Dean Forster pointed out to members of the Building Committee that two separate committees on campus, the Biosafety Committee and the recently established Occupational Health, Safety, Fire, and Emergency Measures Committee (see *Folio*, 23 February 1978), were charged with ensuring the maintenance of control standards at the University. In addition, Dean Forster stated that he had recently received a request from the provincial government's Department of Labour, Occupational Health and Safety Division, for detailed information concerning the control procedures to be adopted at this institution.

The question concerning the possible proliferation of microbial contamination control facilities at the University was also addressed. Dr. Jackson suggested that this was a matter about which it is "not easy to decide in one go." There is, he stated, a major problem in sharing the use of such facilities; for different research groups require different equipment and the techniques of their research may often be incompatible, thus necessitating prolonged periods of decontamination between laboratory tests. The Faculty of Science, Dr. Jackson suggested, is an entity large enough in its own right to warrant access to its own facilities.

The Building Committee was assured also that in two University departments, Microbiology and Medical Bacteriology, current programs of instruction in Virology at the undergraduate level require very modest control facilities (level "B" under the *MRC Guidelines*). A proposal for the establishment of two such facilities (essentially, hooded cabinets in which the air circulation is controlled) is expected to be made shortly. In addition, according to Dr. Jackson, a further level "C" facility is under study, in which it is hoped that research will be carried out under the auspices of the Departments of Microbiology and Medical Bacteriology into certain neurovirological agents. Again, it was stressed that this research, of potentially great significance, could only be conducted within control facilities; for the neurovirological

agents under inspection are human pathogens, ultimately causing death after a period of rapid mental deterioration. Although negotiations have not yet been concluded, Dr. Jackson indicated to the Building Committee that the greater part of funding for this last facility is expected to be provided from sources outside the University.

Another question of some significance for the University community was also raised. While there was general agreement that the research projects under discussion were of the highest potential value and that the University should continue to be at the forefront of research in every discipline, Dr. Horowitz, Vice-President (Academic), in his role as delegate of the President, stated that he was "uncomfortable" with the current methods of assessing the academic benefits of research projects on campus when they are first proposed. It was his opinion, and that of Dean Forster, that there should be more detailed scrutiny at the initial stages of evaluating proposed research projects. Dr. Horowitz pondered the problem whether or not a particular research program should exist at the University of Alberta and asked "at what levels has this question been raised?" Also, Mr. Sterling, a Public Appointee to the Board of Governors, expressed a similar concern.

That topic, however, was considered by all present, including Dr. Horowitz and Mr. Sterling, to be outside the terms of reference of the Board Building Committee and all gave approval to the projects under discussion at the meeting. The Building Committee passed a motion in favor of recommending approval of the Faculty of Science proposal at the next regular meeting of the Board of Governors, to be held on 4 August.

Coal Mining Research Building

At the meeting on 15 June, the Board Building Committee also considered a proposal from the Faculty of Engineering that a temporary building be erected immediately to the east of the Windsor Car Park to house the Coal Mining Research Group at present being established by the provincial Department of Energy and Natural Resources.

Although the permanent centre for the Coal Mining Research Group is to be constructed at Devon, Alberta, P.R. Smy, Associate Dean (Planning) of the Faculty of Engineering, indicated that substantial though perhaps "intangible", benefits could accrue to the University and to the Department of Mineral Engineering in particular, by temporary accommodation of the Group on campus. The Building Committee, though expressing concern over the proposed erection of yet another temporary building on campus, concurred

with Dr. Smy's evaluation of the proposal. In addition, it was noted that the cost of construction of the building, should it be approved by the Board of Governors, would be borne by the Coal Mining Research Group. According to the proposed agreement between the University and the appropriate provincial government authority, the initial cost of some \$125,000 would be "depreciated linearly over a six-year period." At the end of the period of occupancy (either three or six years) the University would reimburse the Coal Mining Research Centre for any undepreciated value of the building. The sum, however, would not exceed fifty percent of the initial cost of construction.

The Building Committee agreed that the request should be forwarded to the Board of Governors with a recommendation for approval once certain minor technical problems in the proposal had been resolved.

University Health Services

The University Health Services, being obliged to vacate their present quarters to the south of the Medical Sciences Building, presented the Building Committee with a Capital Expenditure Authorization Request for the construction of temporary accommodation. In the request it was noted that three sites for the building (of approximately 1 021 m²) had been examined by the requesting department, the Campus Development Office, and the Campus Development Committee.

The Building Committee passed a motion recommending Board approval of the construction of temporary accommodation for the University Health Services to the south of the Law Centre, across 88 Avenue. The cost of the project will be in the order of \$550,000.

Rental Increase—North Garneau Housing Community

The final item on the agenda for the meeting of the Building Committee on 15 June was concerned with proposed rental increases for accommodation in the North Garneau Housing Community. In view of the exigencies of time and the desirability of full discussion of the issue, the Building Committee decided to forward the proposal submitted by the Campus Development Committee to the Board for discussion at its next regular meeting.

In examining the proposal, the Building Committee noted that the increase in rents proposed by the Campus Development Committee were not in agreement with the increased rates proposed by the North Garneau Committee. In addition, the student representatives attending the meeting on 15 June were invited by the Chairman, Mr. Reynolds, to summarize their particular concerns so that more information could be

made available for discussion at the meeting of the Board of Governors on 4 August.

Briefly, the concerns of the student representatives were as follows: (1) The validity of the survey establishing comparative rental costs was questioned; (2) it was suggested that the North Garneau Housing Community might seek the aid of the Office of Institutional Research and Planning in conducting its own survey; (3) the question was raised whether or not the "opportunity costs" of the original purchases would be assumed by Housing and Food Services when the Community is placed under the jurisdiction of that department; (4) a request was made for an explanation of the "dynamics" of the reserve fund and for an analysis of the effects should there be no increase in rents; (5) a request was made for an explanation of the "rationale" for the initial purchase of the properties in North Garneau; (6) a request was made for an explanation of the principles adopted by the University in establishing the initial rents; (7) an examination was requested of the "subsidy" noted in the proposal submitted by the Campus Development Committee. The meeting of the Board Building Committee was adjourned at 12:15 p.m.

INTERNATIONAL YEAR OF THE CHILD

The United Nations has proclaimed 1979 as International Year of the Child. A small group of interested faculty from many parts of the University has been serving as an ad hoc committee to develop plans for special University activities relating to the child.

The committee has focussed its efforts on five topics, to be pursued by subcommittees: (1) an interdisciplinary conference on research and programs relating to children; (2) a series of summer session courses concerned with children for the summer of 1979; (3) identifying publications, lectureships, and similar activities already in existence that might specially focus on the child in 1979; (4) identifying all on-going activities at the University relating to children; (5) looking into the development of an interdisciplinary institute at this University for studies relating to the child.

Individuals interested in activities associated with the International Year of the Child, those who may have specific ideas related to the topics already being considered or other ideas for other activities that might be considered, and those who know of faculty or departmental activities already being planned that the committee might not be aware of, are urged to contact the committee

through its Chairperson, Diane Kieren, Division of Family Studies in the Faculty of Home Economics, at 432-5770.

REUBEN BENJAMIN SANDIN LECTURE SERIES CANCELLED

The Sandin Lecture Series, scheduled for 26, 27, and 28 June, has been cancelled. Har Gobind Khorana, who was to give the lectures, is unable to attend. Dr. Khorana has expressed the hope that the Sandin Lectures may be re-scheduled for the fall.

MEETING OF THE GENERAL FACULTIES COUNCIL

A meeting of the General Faculties Council will be held on Monday, 26 June, at 9 a.m. in the Council Chamber, University Hall.

Agenda

1. Approval of the agenda.
2. Approval of the Minutes.
3. Question period.
4. New members 1978-79.

Reports

5. Executive Committee reports.
6. Report of the Board of Governors.
7. Report of the Nominating Committee.

New Business

8. Board-AASUA Agreement: Proposed Amendments from the Agreement Review Committee.
9. GFC Committees: proposals concerning composition.
10. GFC Library Committee: proposal for revised composition.
11. Joint appointments: departmental status of administrative staff—Report of the Executive *ad hoc* Committee.
12. Committee for the Improvement of Teaching and Learning: proposed revised terms of reference.

For information

13. Writing Competence Committee: interim report.
14. Other business.

MEMBERS OF CHEMISTRY DEPARTMENT PRESENT PAPERS AT CHEMICAL INSTITUTE

The following academic staff and students in the Department of Chemistry presented papers at the June meeting of the Chemical Institute of Canada held in Winnipeg from 4 to 7 June.

W.A. Ayer, Professor, T. Yoshida, Post Doctoral Fellow, and D.M.J. Van Schie, Graduate Student, "Metabolites of the bird's

July 1978



June

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monday

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tuesday

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■ 9:30 a.m. Meeting of the Campus
Development Committee

11

18

■ 9:30 a.m. Meeting of the Campus
Development Committee

25

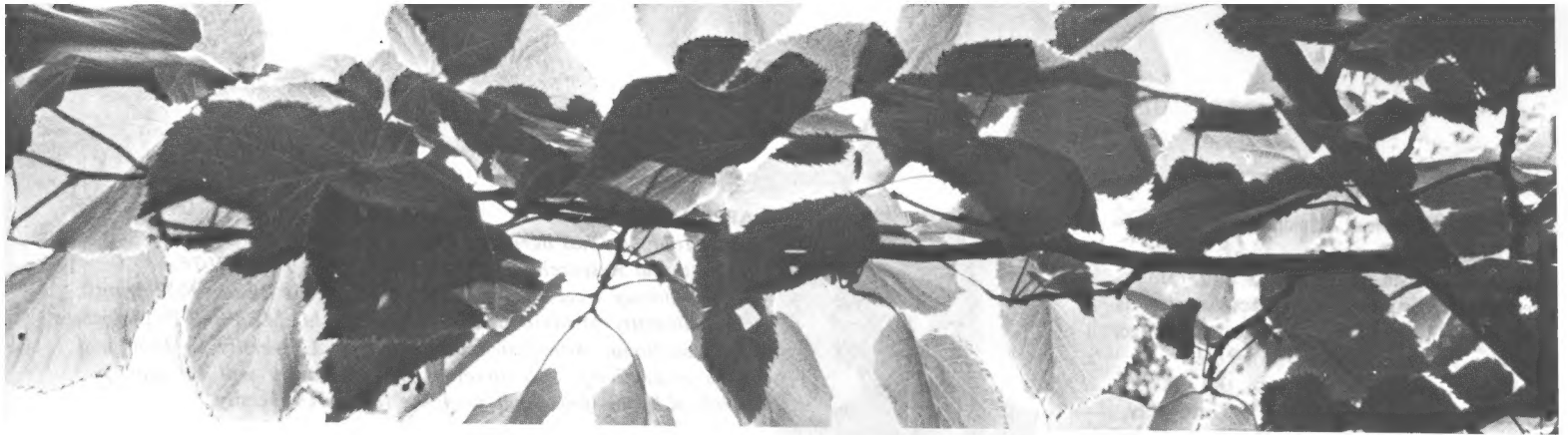
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thursday

6

■ 9 a.m. Meeting of the Academic Development Committee

13

■ 9 a.m. Meeting of the Academic Development Committee

■ 2 p.m. Meeting of the University Planning Committee

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■ 9 a.m. Meeting of the Academic Development Committee

27

■ 9 a.m. Meeting of the Academic Development Committee

■ 2 p.m. Meeting of the University Planning Committee

friday

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saturday

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29

nest fungus *Cyathus Africanus* Brodie."

J.E. Bertie, Professor, and S.M. Jacobs, Research Assistant, "Infrared and raman spectra and structure of molecular crystals."

R.G. Cavell, Professor, "Photo- and auger electron studies of small molecules."

M. Cowie, Assistant Professor, J.T. Mague, Associate Professor at Tulane University, and A.R. Sanger, Alberta Research Council, "Dinuclear cations of Rhodium(1) and Iridium(1)."

R.J. Crawford, Professor, and T. Tokunaga, Research Assistant, "The mechanisms of thermolysis of R-(+)-Laurenol and R-(+)-Laurolenic Acid."

H.B. Dunford, Professor, W.D. Hewson, Graduate Student, and D. Job, Post Doctoral Fellow, "The mechanism of compound I formation from peroxidase."

S.S.-S. Huang, Research Associate, and G.R. Freeman, Professor, "Effects of density and molecular structure on electron scattering by hydrocarbon vapours."

N. Gee, Graduate Student, and G.R. Freeman, Professor, "Density and temperature effects on electron mobility in fluid methan."

K. Okazaki, Post Doctoral Fellow, and G.R. Freeman, Professor, "Effect of temperature on scavenging of electrons prior to solvation in alcohols."

W.A.G. Graham, Professor (Invited Speaker), "Non rigidity in some six-coordinate metal carbonyl derivatives."

G. Horlick, Associate Professor, "What is a microprocessor?"

M. Blades, Graduate Student, and G. Horlick, Associate Professor, "A microprocessor controlled readout system for photomultiplier tubes."

R. Fulton, Visiting Professor, and B. Kratochvil, Professor, "A modified approach to the spectrophotometric determination of free metal ion concentrations."

J.W. Lown, Professor (Invited Speaker), S.-K. Sim, Research Assistant, and H.-H. Chen, Post Doctoral Fellow, "The mode of action of the antitumour anthracyclines at the molecular level."

W.P. Ho, Graduate Student, J.S. Martin, Associate Professor, and A.D. Bain, Post Doctoral Fellow, "Rapid, convenient determination of transverse relaxation times in a multiline FT NMR Spectrum."

S. Masamune, Professor (Invited Speaker), "Recent progress in macrolide synthesis."

R. Saetre, Graduate Student, and D.L. Rabenstein, Associate Professor, "Determination of sulphhydryl molecules in biological fluids by HPLC."

J. Takats, Associate Professor (Invited Speaker), "Structural trends in transition metal dithiolates."



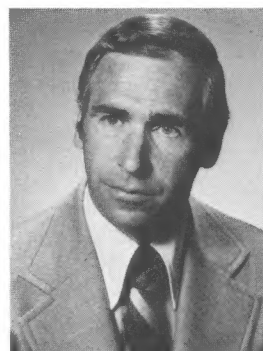
APPOINTMENTS

E.A. Holdaway has been appointed Director of the Office of Institutional Research and Planning, effective 1 July 1978.

Dr. Holdaway received his BSc in 1954 and his BEd in 1957 from the University of Melbourne. He received his MEd and PhD degrees in Educational Administration from this University in 1966 and 1968 respectively. As Director, Dr. Holdaway will be heavily involved in the long range planning for the University.



M.G. Poole has been appointed Associate Vice-President (Finance and Administration) effective 1 July 1978. Mr. Poole joined the University in 1968 as Assistant Investment Officer, was appointed Assistant to the Vice-President (Finance and Administration) in 1972 and Executive Assistant to the Vice-President (Finance and Administration) in 1976. He received his BCom in 1965 and his Master of Business Administration in 1970. Mr. Poole will continue to work closely with Professor Leitch on special assignments and he will assume direct responsibility for Housing and Food Services, Printing Services, and the Bookstore. It is expected that Mr. Poole's responsibilities will be broadened at such time as a new Director of Housing and Food Services is appointed.



B.H. McDonald has been appointed Associate Vice-President (Academic Administration) effective 1 July 1978. Mr. McDonald joined the University in 1961 as Assistant to the President. Since that time he has been with the University with the exception of 1966 to 1968 when he was seconded to the Universities Commission. He received his Bachelor of Commerce from the University of Saskatchewan in 1954 and his Master of Business Administration from the University of California at Berkeley in 1955. It is expected that Mr. McDonald will be particularly involved in academic personnel administration, a responsibility which he has assumed in recent years.

A.L. Arduini, Graduate Student, J. Takats, Associate Professor, and C.M. Lukehart, Professor, University of Tennessee, "Synthesis of a metalloacetylacetonate derivative of uranium— $(n^5-C_5H_5)_2U[(OCCH_3)_2Re(CO)_4]_2$."

LIGHTBULB? WATT LIGHTBULB?

The Office of Energy Management has established a "Suggestion Box" and solicits your comments or suggestions for items relating to energy conservation. You are invited to submit your comments to the following mailing address:

The Suggestion Box
Office of Energy Management
4th Floor General Services Building

Also, for those persons with access to MTS through Computing Services Amdahl Computer, a file has been opened permitting all interested users to submit their suggestions by utilizing the following program. The capitalized lines indicate MTS response.
\$source idea:energy.save
WELCOME TO THE OFFICE OF ENERGY MANAGEMENT SUGGESTION BOX.
WHEN YOU ARE ASKED FOR "MESSAGE TEXT", PLEASE ENTER YOUR SUGGESTION OR COMMENT, FOLLOWED BY "\$ENDFILE" OR AN EMPTY LINE.

?this is my message to Energy Management
?and I terminated it with an empty line
?(just hit 'return' after the '?' prompt)
?

MESSAGE SENT TO IDEA:SUGGESTIONS
THANK-YOU FOR YOUR

PARTICIPATION!

Responses to suggestions and comments will be published on a regular basis in *Folio*.

PEOPLE

- R.D. Bercov, Professor of Mathematics, has been elected President of the Canadian Association of University Teachers. Dr. Bercov was President of the Association of Academic Staff of the University of Alberta in 1975-76.
- During the summer months, Margaret Steed, Associate Professor in the Faculty of Nursing, will be conducting a study which is related to basic diploma nursing education in the Northwest Territories. The study is being undertaken for the Department of Education and the Registered Nursing Association of the Territories.
- E.G. Fisher, Assistant Professor in Industrial and Legal Relations, delivered a paper at the Canadian Economics Association's Annual Meeting in London, Ontario, on 28 and 29 May. His paper was entitled "Strike-as-an-investment theory of bargaining under uncertainty."
- André Nitecki, Associate Professor of Library Science, participated in the conference of Canadian Classification Research Group, held in London, Ontario, on 7 and 8 May. Professor Nitecki, who teaches cataloguing and classification in the Faculty of Library Science, presented a paper entitled "Three major functions of library classification."

NOTICES

Because of the closure of the University Buildings on 3 July, notices for the 6 July edition of Folio must reach the editor by 9 a.m. on Wednesday, 28 June. Written notification is necessary.

Group Rings and Related Topics

An International Mathematics Conference on Group Rings and Related Topics is to be held at the University from 26 to 30 June. The Conference is sponsored by the National Research Council and the University and is intended to bring together mathematicians working in the area of group rings. There will be approximately fifty mathematicians in attendance from across Canada, the United States, Europe, and South America. Further information regarding the Conference is available from S.K. Sehgal, Mathematics Department, telephone 432-4579.

SPSS Videotapes Available

Computing Services now has a set of colored SPSS video cassette tapes. The

tapes, which are one hour in length, provide an introduction to SPSS. They can be viewed in 322 General Services Building on Monday and Wednesday afternoons, or all day Friday. To reserve the tapes contact Computing Services, telephone 432-2261.

Birthright

Birthright is a pro-life, non-sectarian service organization which offers free and confidential help to pregnant women in distress. A twenty-four hour telephone distress line is maintained, and women are welcome to come to the office where they can meet a trained volunteer. In response to a concern regarding a possible pregnancy or the many aspects of continuing a pregnancy, Birthright has developed a service that enables a woman to utilize the medical, educational, social, and employment opportunities that are available. A trained volunteer can be contacted at any time, telephone 429-1051.

Faculty Members Needed to Host ACU Delegates

The Association of Commonwealth Universities will hold its twelfth Congress in Vancouver from 19 to 25 August. As part of a series of post-Congress tours, two groups of delegates will visit the University. The first group of forty visitors will be in Edmonton on 26 and 27 August, and the second group of ten visitors will be in the city on 2 and 3 September.

Faculty members are needed as hosts for one day to show two or three delegates around Edmonton and the University. Fifteen to twenty hosts are needed for 27 August, and four or five hosts are needed for 3 September. The organizers of the tours promise an interesting day for the hosts and a good dinner in the evening. Most of the visitors will be from Britain, and others are expected from Australia, Bangladesh, Botswana, Ghana, Hong Kong, and India. Interested faculty members are asked to contact Mrs. Budd, telephone 432-5580 or 432-5682 during office hours.

1978 Alberta Achievement Awards

Nominations are now being accepted for the 1978 Alberta Achievement Awards. Individuals who have made an outstanding contribution in sports, the arts, community service, science, or other fields are eligible for an award. Nomination forms are available from Alberta Culture, Alberta Achievement Awards Program, Floor 14, CN Tower, Edmonton, T5J 0K5. The last date for nominations is 2 September.

Dial-A-Dietitian

Dial-a-Dietitian is a public service carried out by the Alberta Registered Dietitians Association. The service allows individuals to

The University of Alberta

*invites nominations
and applications
for the position of*

President

It is expected that the appointee will take office in July 1979.

Nominations and applications with biographical data should be submitted to:

Mr. John Nicol
Secretary to the Governors
Room 3-20, University Hall
The University of Alberta
Edmonton, Alberta
T6G 2J9

call 454-2649, an answering service, and ask questions about nutrition, planning adequate meals, purchasing, storing, or handling of foods, food labelling and additives, preparing and cooking convenience foods, and similar topics. Within forty-eight hours a volunteer registered dietitian will call back with the researched answer to the question.

Musical Director Needed

The Sherwood Park Singers are seeking a qualified person to be Musical Director of a large mixed chorus. The duties of the Director will commence in September 1978. Candidates should apply in writing to 14 Elm Court, Sherwood Park, Alberta.

Mother and Child Yoga

A course in Hatha Yoga designed for the participation of mothers and their young children will be offered beginning 21 June. The purpose of the course is to promote health and fitness activity among young children and to gain information about the teaching of Hatha Yoga to the young child. The project is experimental in nature, and there will be no instructional fee. Classes will be short, 5:45 p.m. to 6:45 p.m., and each lesson will include simple yoga exercises that the mother and child can do together. The classes will take place on 21 and 28 June and 5 and 12 July. Participants must pre-register. For further information contact Rene Sainsbury, telephone 435-5606 in the evenings.

General Faculties Council Committee Vacancies

The GFC Nominating Committee is seeking nominations for the following committee for election by the GFC.

Ad hoc Committee on GFC Committees and Procedures. Applications are invited from members of the academic staff and students who are interested in serving on this Committee. Members or former members of GFC are particularly requested to reply.

Those people who have suggestions for nominations or who are interested in serving on the above committee are requested to contact the Secretary of the Nominating Committee, 2-1 University Hall, telephone 432-4715. It would be appreciated if a brief vita could accompany any nomination.

Safety Training

Self Contained Breathing Units

On Monday, 26 June, demonstrations on the proper use and maintenance of Levitt Safety Company and Safety Supply Company self-contained breathing units (Survive-Air, Scott, Lear-Ziegler) will be conducted in 559 General Services Building between 1 p.m. to 3 p.m. Any departments having these units in their areas are invited to send personnel to attend the demonstrations.

For further information contact Wendy Kinsey, University Safety Training Officer, telephone 432-2680.

Fall Kindergarten Program

The Department of Elementary Education Kindergarten will be accepting applications for their fall program. For further information, telephone Carol Deutscher at 432-4604 between noon and 4:30 p.m. or 437-2882 in the evenings.

THIS WEEK AND NEXT

Because of the closure of University Buildings on 3 July, listings for the 6 July edition of Folio must reach the editor by 9 a.m. on Wednesday, 28 June. Written notification is necessary.

22 JUNE, THURSDAY

Entomology Seminar

4:30 p.m. "Chemical regulation of feeding in *Rhodnius Prolixus*," with speaker J.J.B. Smith of the University of Toronto. 62 Athabasca Hall Annex.

Grad House

Thursday Night at the Grad House. Open 4:30 p.m. to 10:30 p.m. Refreshments available.

Cinematheque 16

7:30 p.m. *Sallah* (Israel, 1966). Directed by Ephraim Kishon and starring Topol and Gila Almagor. Downstairs, Edmonton Art Gallery. Admission is \$2 for members and \$2.50 for non-members. Tickets available at the door.

Citadel/National Film Theatre

7:30 p.m. *The Adalen Rios '31* (Sweden, 1969). Directed by Bo Widerberg and starring Peter Schildt and Kerstin Tidelius. 9:30 p.m. *Joe Hill* (United States, Sweden, 1971). Directed by Bo Widerberg and starring Thommy Berggren and Anja Schmidt. Zeidler Hall, Citadel Theatre. For ticket information, contact the Citadel Box Office, telephone 425-1820.

Edmonton Musical Theatre

"An Evening With Gershwin," featuring singers, dancers, and musicians. Shoctor Theatre. For ticket information and show times contact the Citadel Box Office, telephone 425-1820.

23 JUNE, FRIDAY

Grad House

Friday Night at Grad House. Open 3:30 p.m. to 8:30 p.m. Refreshments available.

Faculty Club

Downstairs. Buffet: prime rib of beef, baked ham, potato, fresh vegetable, salad bar, dessert table, \$5.50.

Upstairs. Chef's special: gazpacho, mimosa salad, chicken ballotines, potato croquettes, fresh vegetable, dessert table, \$7.95. Also regular dinner menu. Reservations required. Entertainment: The Committee.

Citadel/National Film Theatre

7:30 p.m. *Joe Hill* (United States, Sweden, 1971). Directed by Bo Widerberg and starring Thommy Berggren and Anja Schmidt. 9:30 p.m. *The Adalen Rios '31* (Sweden, 1969). Directed by Bo Widerberg and starring Peter Schildt and Kerstin Tidelius. Zeidler Hall. For ticket information contact the Citadel Box Office, telephone 425-1820.

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Edmonton Musical Theatre

"An Evening With Gershwin," featuring singers, dancers, and musicians. Shoctor Theatre. For ticket information and show times contact the Citadel Box Office, telephone 425-1820.

24 JUNE, SATURDAY

South Side Folk Club

The South Side Folk Club will hold an open stage hosted by Derek Elliot and the Covenant. The Orange Hall, 104 Street and 84 Avenue at 8 p.m. Musicians, singers, and poets welcome. For information telephone 475-1042.

Jazz Concert

2:30 p.m. The John Gray Quartet. Edmonton Art Gallery. Admission is free.

Faculty Club

Downstairs. Barbecue your own: steak (\$6.50), foot-long hot dogs (\$3.50), potato, fresh vegetable, salad bar, dessert table.

Upstairs. Chef's special: velvet consommé, cucumber salad, prime rib of beef, potato, fresh vegetable, dessert table, \$7.95. Also regular dinner menu. Reservations required.

Edmonton Musical Theatre

"An Evening With Gershwin," featuring singers, dancers, and musicians. Shoctor Theatre. For ticket information and show times contact the Citadel Box Office, telephone 425-1820.

25 JUNE, SUNDAY

Cinematheque 16

2 p.m. *Torn Curtain* (United States, 1966).

Directed by Alfred Hitchcock and starring Paul Newman and Julie Andrews. Downstairs, Edmonton Art Gallery. Admission is \$2 for members and \$2.50 for non-members. Tickets available at the door.

Princess Theatre

7 p.m. and 9 p.m. *The Merry Widow* (United States, 1952). Directed by Curtis Bernhardt and starring Lana Turner and Fernando Lamas. For further information, telephone 433-5785.

Wesley Hand Bell Ringers

7:30 p.m. A concert by the Wesley Hand Bell Ringers of Christ-United Methodist Church, Salt Lake City. Knox Metropolitan United Church, 109 Street and 83 Avenue. There will be a collection to defray costs of the touring Ringers.

26 JUNE, MONDAY

Princess Theatre

7 p.m. and 9 p.m. *The Merry Widow* (United States, 1952). Directed by Curtis Bernhardt and starring Lana Turner and Fernando Lamas. For further information, telephone 433-5785.

27 JUNE, TUESDAY

Princess Theatre

7 p.m. and 9 p.m. *The Merry Widow* (United States, 1952). Directed by Curtis Bernhardt and starring Lana Turner and Fernando Lamas. For further information, telephone 433-5785.

28 JUNE, WEDNESDAY

Citadel/National Film Theatre

7:30 p.m. *Skip Tracer* and *J.A. Martin, Photographe*. Zeidler Hall. For further information, contact the Citadel Box Office, telephone 425-1820.

29 JUNE, THURSDAY

Grad House

Thursday Night at the Grad House. Open 4:30 p.m. to 10:30 p.m. Refreshments available.

Cinematheque 16

7:30 p.m. *Rebellion of the Samurai* (Japan, 1967). Directed by Masaki Kibayashi and starring Toshiro Mifune and Takeshi Kato. Downstairs, Edmonton Art Gallery. Admission is \$2 for members and \$2.50 for non-members. Tickets available at the door.

Recital

8 p.m. The Johann Strauss Foundation presents Miriam Mahood, pianist, and Cornelius Herrman, cellist, playing Vivaldi, Beethoven, Eckhardt-Gramatte, and Strauss. Provincial Museum. Admission is free.

Citadel/National Film Theatre

7:30 p.m. *J.A. Martin, Photographe* and *Skip Tracer*. Zeidler Hall. For further information contact the Citadel Box Office, telephone 425-1820.

30 JUNE, FRIDAY

Grad House

Friday Night at the Grad House. Open 3:30 p.m. to 8:30 p.m. Refreshments available.

Faculty Club

Downstairs. Barbecue your own: steak (\$6.50), hamburger (\$3.50), potato, fresh vegetable, salad bar, dessert table.

Upstairs. Chef's special: melon boat, chef's salad, beef stroganoff, rice, fresh vegetable, dessert table, \$7.95. Also regular dinner menu. Reservations required.

Citadel/National Film Theatre

7:30 p.m. *Skip Tracer* and *J.A. Martin, Photographe*. Zeidler Hall. For further information contact the Citadel Box Office, telephone 425-1820.

Cinematheque 16

7:30 p.m. *Rebellion of the Samurai* (Japan, 1967). Directed by Masaki Kibayashi and starring Toshiro Mifune and Takeshi Kato. Downstairs, Edmonton Art Gallery. Admission is \$2 for members and \$2.50 for non-members. Tickets available at the door.

EXHIBITIONS AND PLAYS

University Art Gallery and Museum

Continuing. An exhibition of Indian and Inuit artifacts and clothing from the Edwards and Lord Collections.

Edmonton Art Gallery

To 28 June. "Certain Traditions," an exhibition of recent British and Canadian art.

Provincial Museum

To 30 June. "Damaged Documents," examples of documents and photographs exhibiting the extent and kinds of damage which can occur to documents.

Continuing. "The Spirit of the Windships," an exhibition on the ships and ship-building of the nineteenth century.

Continuing. "The Art of the First Australians," aboriginal paintings, sculptures, and artifacts.

Foyer Gallery

To 30 June. An exhibition of the works of Marushka Kurylo-Finley. Centennial Library.

Devonian Botanic Garden

A collection of native and introduced plants used for teaching and research, located

9.7 km west on highway 16 and 14.5 km south on highway 60. Open from 1 p.m. to 6 p.m. daily.

Centennial Library

To 30 June. An exhibition of black and white photographs by Martin Thompson. Photography Gallery.

Graphica

To 30 June. "Exposition de livres-objets," a collection of limited edition, handcrafted books.

Alberta Barter Theatre

Continuing. William Gibson's *Two for the Seesaw*. Outdoors in the courtyard beside Corbett Hall at 9 p.m. For ticket information and show times contact the Barter Theatre, telephone 432-2495.

POSITIONS VACANT

NON-ACADEMIC POSITIONS

Research Laboratory Technician

(Trust Position)

Required to operate P.V.T. apparatus, gas chromatographs, interfacial tension measuring devices, various related laboratory equipment; record data and prepare reports.

Salary commensurate with experience and qualifications.

Candidates should submit résumé to:

Dr. D.L. Flock

Department of Mineral Engineering

University of Alberta

Edmonton, Alberta

T6G 2G6

To obtain further information on the following positions, please contact Personnel Services and Staff Relations, third floor, SUB, telephone 432-5201. Please do not contact the department directly. Positions available as of 16 June. Salaries presently under review.

Clerk (\$645-\$698)—Office of the Comptroller

Clerk Typist I (\$645-\$698)—University Health Services

Library Clerk II (\$645-\$753, trust)—Legal Resource

Centre, Extension

Clerk Typist II (\$645-\$753)—Computing Services

Clerk Steno II (\$645-\$780)—Entomology; Extension;

Canadian Institute of Ukrainian Studies

Dental Assistant (\$671-\$813)—Dentistry, Oral Biology

Clerk Typist III (\$698-\$845, term)—Home Economics

Clerk Typist III (\$698-\$845)—Soil Science; Education

Media Division; Office of the Registrar

Senior Clerk (\$698-\$845)—Parking Services; Housing

and Food Services, HUB

Bookkeeper II (\$361-\$439, half time)—Home

Economics

Clerk Steno III (\$722-\$878)—Economics; Electrical

Engineering; Mineral Engineering; Provincial

Laboratory; Faculté Saint-Jean; Office of the

Registrar; Law (two positions)

Programmable Typewriter Operator II (\$753-\$916)—

Personnel Services and Staff Relations

Student Record Processing Clerk (\$753-\$916)—

Faculty of Education

Medical Steno (\$780-\$954)—Medicine

Secretary (\$813-\$995)—Medicine

Administrative Clerk (\$845-\$1,036)—Physical Education

Computer Assistant (\$645-\$780)—Computing Services

Folio accepts display advertising

Size and rates: the basic unit size is 45 agate lines x 15 picas (3¼" x 2½"). The full page is divided into 9 such units, any combination of which is available at a cost of \$20 per unit. Half pages cost \$100. A professional/business card unit (2½" x 1½") is available at a cost of \$12. Discounts are offered for extended runs, please enquire.

Other specifications: half-tones (100-line screen or less) are acceptable; no color or bleeds. Camera-ready copy is necessary; there is a charge of 15c per word for typesetting, and \$5 for adjustment of design work. Deadline for submission is one week prior to publication (Thursday, 4 p.m.). Acceptance of advertisements and positioning are at the discretion of the editor.

For more information please telephone 432-4991 and ask about *Folio* display advertising. Or write to:

Folio Display Advertising
University Publications Office
434-Athabasca Hall
The University of Alberta
Edmonton, Alberta T6G 2E8

Laboratory Assistant II (\$671-\$813)—Provincial Laboratory, Edmonton
Storeman I (\$698-\$845)—Technical Services
Senior Clerk/Administrative Clerk (\$698-\$1,036)—Technical Services
Technical Assistant (\$780-\$954)—Devonian Botanic Gardens
Biology Technician (\$845-\$1,036, trust)—Genetics Technician I (\$845-\$1,036)—Art and Design
Food Service Worker IV (\$878-\$1,080)—Housing and Food Services
Senior Technical Assistant (\$878-\$1,080)—Devonian Botanic Gardens
Draftsperson I (\$878-\$1,080)—Physical Plant, Engineering
Maintenance Man II (\$916-\$1,127)—Housing and Food Services
Security Officer I (\$945-\$1,175)—Campus Security
Laboratory Technologist I (\$954-\$1,175)—Provincial Laboratory, Edmonton (four positions)
Technician II/III (\$954-\$1,337, trust)—Biomedical Engineering and Applied Sciences
Art Technician Demonstrator I (\$1,036-\$1,280)—Art and Design
Parking Control Supervisor (\$1,036-\$1,280)—Parking Services
Administrative Assistant (\$1,080-\$1,337)—Computing Services; Faculté Saint-Jean
Technician III (\$1,080-\$1,337)—Biomedical Engineering and Applied Sciences
Maintenance Worker II Charge Hand (\$1,127-\$1,395)—Physical Plant, Projects Division
Engineering Technologist III (\$1,175-\$1,458)—Physical Plant, Engineering
Nurse Practitioner (\$1,337-\$1,663)—Pediatrics

The following is a list of currently available positions in the University of Alberta Libraries. The bulletin board postings in the Library Personnel Office, 516 Cameron Library, should be consulted for further information about position requirements and availability.

Library Clerk III (\$698-\$845)—Periodical Reading Room

ADVERTISEMENTS

Because of the closure of the University Buildings on 3 July, all advertisements for the 3 July edition of Folio must be received by 9 a.m. on Thursday, 29 June. Rate is 15 cents per word for the first week and 5 cents per word for subsequent weeks ordered before the next deadline. Minimum charge is \$1. Ads must be paid in advance and are accepted at the discretion of the Editor. We regret that no ads can be taken over the telephone. For order forms or further information, telephone 432-4991.

Accommodations available

For sale by owner—1,756-square-foot home in executive Blue Quill. Fully carpeted, four-bedroom split level home includes 2½ baths, main-floor family room with tyndalstone fireplace and patio doors, bright, airy kitchen, spacious living and dining room, and impressive entrance foyer. This beautiful home also has a double garage and is located on a large landscaped lot. Telephone 436-3617 or 425-0110, extension 205.

For rent—Fully furnished three-bedroom house in north Windsor Park; study, family room, game room, fireplace, garage, large fenced yard. From 15 August 1978 through 15 August 1979. \$600 monthly. 439-3509.

Owner selling—1,150-square-foot three-bedroom semi-bungalow. 10718 67 Avenue. Appliances and garage. \$65,900. 432-3584 (days), 434-0190 (evenings).

Renting—Belgravia: four-bedroom house; two-car garage, breezeway, two fireplaces, beautifully furnished, two bathrooms, study, family room, large kitchen, dining room, living room, playroom, five appliances, wine cellar, mature trees, private patio, lawn mower, bicycles. 4½ minutes University; 14 minutes downtown. \$700 monthly. Available one year, September 1978. For appointment telephone 434-9784. No agents.

For sale—1,800-square-foot two-storey in Laurier Heights. Four bedrooms, double garage. 483-6939. House rental—beautiful three-bedroom townhouse condominium, very handy to University. \$400. Telephone 429-5065.

For sale or rent—North Mill Woods: three-bedroom end unit; carpeted, 1½ baths, carport. Near school, shopping, bus. 462-2182; 432-5805.

Renting—Parkview. One year from 31 August. Executive bungalow, furnished, three-four bedrooms, fireplace, main floor family room, adjacent screened porch and deck, developed basement, all modern appliances; excellent west-end location near schools, playground, bus, and shopping. \$750. 483-6904.

For rent—four-bedroom two-storey house in Duggan; unfurnished or semi-furnished. 1 September 1978 to 31 August 1979. Damage deposit and references. \$475. 434-4710; 432-4944.

For rent—acreage (suitable for horses) plus two-bedroom, completely remodelled house. Forty-five minutes from University at Millet. \$325 monthly. Available either July or 1 August. Please telephone 435-6514 after 6 p.m.

For rent—2,800-square-foot home in Belgravia. Four bedrooms, 1½ baths, fireplace, new carpets, drapes. \$650 monthly. Immediate occupancy. To view, telephone 466-5246 evenings.

For rent—eight months from 1 September 1978. Fully furnished two-storey three-bedroom home in Grandview Heights. No pets. \$550 monthly. Telephone 434-3272 after five.

For rent—1 August for one year. Furnished two-bedroom house near University. Well-treed and situated on quiet corner. \$450 monthly. No pets. References. 434-4588, evenings.

For rent—one or two years from August: three-bedroom two-storey, side-by-side. Furnished. Petrolia. 435-1916 after five.

For rent—University area. One-bedroom basement suite, partially furnished, drapes, appliances. Non-smokers please. 462-5437.

To lease—from 1 August 1978 to August 1979: 2,000-square-foot four-bedroom furnished home on quiet crescent in Aspen Gardens. References required. \$600. 432-4270 (office); 434-0248 (residence).

For sale—acreage, by owner: 10.65 acres south of Sherwood Park; 1,400-square-foot redecorated older home; barn, corrals, good pasture, trees.. In friendly sub-division. 467-0977.

For sale—price reduced. Laurier Heights, with view. Ideal home for large family. Take smaller house in trade. Resi Richter, 483-9432; 455-4135. Weber Bros.

For rent—one-bedroom apartment near University; furnished. 30 June - 31 July. \$250. Telephone 433-4885 before 9 a.m.

Wanted—persons to share large house. Telephone 454-7323 after four.

To lease—one year beginning 1 July 1978. Three-bedroom condominium apartment. Superb view river valley. Near University. 434-6188, evenings.

For rent—four-bedroom bungalow, Greenfields; 1½ baths, rumpus room, den, double garage,

all appliances, furnished, fully landscaped. Special appeal for musicians. \$450 monthly. 1 August 1978 to 31 July 1979. Telephone 434-9264 or 432-2425.

For sale—acreage (three acres) with cedar siding, 1,552-square-foot ranch house; three bedrooms, two fireplaces, separate dining, kitchen, study, and finished basement; 3½ miles east of Sherwood Park. Appraised \$110,000. Reasonable offer. No agents. 464-0285, 483-6723, evenings after five or Saturday, Sunday.

For rent—Riverbend. July and August. Modern fully furnished three-bedroom apartment. Rent negotiable; references required. Mr. Bellas, 477-4296 (days); 436-7623 (evenings).

For sale—two-bedroom condominium in immaculate condition. Features large dining room, kitchen with walk-in pantry and breakfast nook, ample storage space. Many other amenities. Within easy access of University. Telephone Denise Rout, 432-7398; 436-5250. Spencer Real Estate.

For sale—Garneau (11013 84 Avenue) two-bedroom bungalow. \$66,900. Telephone 433-2813 or 439-3309. Listing expires. Now priced less commission.

West-end three-bedroom duplex condominium; largest yard, facing berm; driveway-parking. Immaculate. 487-2462; 477-7297.

For sale by owner—four-bedroom semi in Westmount. Quiet street, large fenced lot, shake roof, two bathrooms, garage, separate dining room, carpet throughout; 3 km to University. Ideal for family. Telephone 452-7909 for viewing.

For sale—Garneau: fully restored two-storey, one block from Law Centre; 1,900 square feet, three bedrooms, three bathrooms, living room, dining room, breakfast room, vestibule, hardwood floors, developed basement, two fireplaces, balcony, patio, cedar fence, garage. \$99,000. Offers. Owner, 433-2813, after five.

For sale—reduced for quick sale: West-end three-bedroom bungalow with possible basement suite. Near all amenities. Resi Richter, 483-9432; 455-4135. Weber Bros.

For sale—Malmo three-bedroom bungalow; 1,200 square feet. Fully developed basement. 11608 50 Avenue. 434-5908.

For sale—Lang-built spacious three-bedroom bungalow in Riverbend; two tyndalstone fireplaces, main-floor utilities, exceptional basement development with wet bar, den, and guest suite; air conditioned. Raised patio. Telephone Reina, Royal Trust, 435-4869; 436-2556.

For rent—1 August 1978—spring 1979: four-bedroom house, University area, partly furnished, fully carpeted, sundeck, dining room, garage, garden. Children welcome. \$500 monthly. 435-6832 after five.

Retired or starter two-bedroom bungalow near University, quiet street; large dining room, two porches, garage. \$57,500. Reina, 435-4869; 436-2556. Royal Trust.

For sale by owner—\$49,500. Two-bedroom semi-bungalow; 930 square feet; heated garage, spectacular yard. Near University. 429-0776.

For sale—immaculate three-bedroom split; quiet street in Petrolia; rumpus room; nicely landscaped lot. Telephone Reina, Royal Trust, 435-4869; 436-2556.

Female wanted—mature, responsible, to share condominium with same. West end location. Telephone 487-2493.

For rent—from September 1978 - September 1979. St. Albert; 1,540-square-foot bungalow, three bedrooms, family room, main floor laundry, fireplace; double car garage with electric opener. Treed, fenced yard. Five appliances. \$600 monthly; damage deposit, references. 458-0015.

For rent—two side-by-side duplexes, walking distance from University. 7803 116 Street. Each unit: \$500 monthly, three bathrooms, 1,200 square feet.

Available immediately. Telephone 424-2141, extension 9.

For rent—(3 blocks west of campus); four bedrooms, study, two baths, garage, landscaped yard; stove and fridge. Available 1 July 1978. Lease one or two years. \$550 monthly. Telephone 436-2879.

For sale—city skyline view. Gorgeous cedar two-storey, architect designed and custom built. Brander Gardens. Spectacular view of the city and park area. Features two massive fireplaces, hardwood floors in huge entertainment area, and spacious country-style kitchen. Asking \$195,000. Exclusive agent: Jeanne Eid, business, 436-5250; residence, 434-5780. Spencer Real Estate Ltd.

For sale—22 x 24 cottage next to Thunder Lake Provincial Park. \$18,500. 963-3453.

For rent—(on leave for one year). Furnished three-bedroom home near University and Belgravia. Two fireplaces, all appliances, garage, and covered patio. \$550 monthly. Telephone 436-9725 after six.

For rent—large two-bedroom apartment, fully furnished, dishwasher, freezer. No pets. Available 15 November - 15 April. Near University. (403) 488-3339.

Renting—five-bedroom furnished house. Windsor Park, July, August. \$500 monthly. Telephone Ranan, 474-5757.

For rent—1 August 1978 - 1 September 1979. Fully furnished three-bedroom home, finished basement with fireplace, double garage. Professional couple preferred. \$600. 475-7901.

For rent—edge of campus: house (except basement suite); fully furnished, including antiques, orientals, art and one cat. Late August to 1 January. \$450 monthly includes utilities and yard care. 433-0459 evenings. References required.

Accommodation wanted

Visiting researchers require three-four-bedroom house or apartment, completely furnished, for 1 August - 30 November. Telephone Pat Burns 435-6798 after six.

Married law professor (no children or pets) requires accommodation for coming academic year. Going on sabbatical? Please contact Professor Eugene Meehan, 1835 Lakeshore Drive, Dorval, Montreal. (514) 631-5946.

Visiting professor and wife require fully, or partly, furnished one-bedroom accommodation for six - seven months beginning 1 September. 435-0374.

Responsible married couple require small house or apartment, from September. University area. Willing to do upkeep. 466-8831; 453-2231.

Urgent—I need properties in Windsor Park or Belgravia; have sincere cash purchasers for two-, three-bedroom, or view property. For evaluation and consultation without obligation telephone Reina Proudfoot, 434-4869; 436-2556.

Professor and wife (no children) wish to rent three- or four-bedroom house 1 August. Southwest Edmonton near University. 432-5980 weekdays; 436-5648 evenings.

Automobiles and accessories

1978 VW Rabbit, diesel, custom two-door, 3 500 km green, new value, undamaged. 432-3414; 963-3238.

1972 Chevrolet Impala, 56,000 miles, fully equipped, excellent condition. 439-5336.

1972 Ford Cortina two-door; 2000 engine; 65,000 miles. \$350. 434-0517; 432-3579.

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1974 GMC camper ¾ ton, nearly 30,000 miles; ten-foot camper, loaded. Best offer. Carpet sweeper, lamp, kitchen set, miscellaneous. 434-1908.

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Typing—when you have correspondence, reports, etc., that need typing, telephone G.T. Typing, 484-1004 for a professional job at reasonable rates.

Books—old and out-of-print, bought and sold. Norwood Books, 11302 95 Street. 474-4446. Ken Jackson, proprietor.

Self-cleaning stove; 20-cubic-foot fridge, large metal office desk, washer and dryer. 435-4368.

Before the pipeline goes in—see the Alaska Highway. Our last great wilderness is changing rapidly. Join up this year with Canadian Camping Tours. Three-week camping adventures to the Yukon and Alaska. Sail the Inside Passage. \$665 all inclusive. Limited space, so write today. 250e One Palliser Square, Calgary. 283-4500.

Large Hitachi washer/spin dryer. Dianne, 432-4246; 479-0576.

Babysitter for July - August. My home. 435-1655 after 5 p.m. Anytime weekends.

Need a Break? Get away from it all with Canadian Camping Tours. A three-week escape to the Northwest Territories. Relax, unwind, do a little hiking, try some canoeing. We'll do the driving and provide the equipment and food for only \$550. Write today. 250e One Palliser Square, Calgary. 283-4500.

Third-year Education student, professional secretary, will type theses, technical documents. 434-3072.

Eureka vacuum cleaner. \$20. 436-6757.

Loving babysitter required—September to May, two days per week, for six-month-old girl. Please telephone 433-6825.

Suzuki Piano Method now in Edmonton. Pre-school children, ages three to six, are eligible. For more information, telephone Kay Neufeld at 434-1965. Make arrangements for September lessons now.

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